

**TRAINING AND DEVELOPMENT AND PROJECT MANAGEMENT SKILLS IN
RWANDA
A CASE STUDY OF HEIFER INTERNATIONAL PROJECT GASABO DISTRICT**

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ABSTRACT

The purpose of this research was to find the contribution of training on the development of managerial skills in projects in Rwanda. It was carried out in Heifer international project Rwanda with the following objectives; to identify the various methods of training used in Heifer international project, to find the factors necessary for the development of managerial skills in Heifer project international and to find the various ways through which training in heifer international project has contributed to development of managerial skills. The researcher reviewed literature related to training, development of managerial skills and the contribution of training on the development of managerial skills. The research design was descriptive and analytical based on both qualitative and quantitative data while the population was 42 employees of the project, the sample size was 29 selected from the population. Questionnaires, interviews and documentary review were used to collect data that was presented using tables and figures. Analysis and interpretation of data was done using frequencies and percentages. The researcher established that heifer international project carries out trainings for employees which contributes to the development of their managerial skills, thus meaning that training and development leads to development of managerial skills in projects and that there are various types of trainings in Heifer international project. Training has harmonized activities, led to project sustainability, attainment of objectives and environmental stability due to improvements in managerial skill development and that there is a positive relationship between training and development of managerial skills. The researcher concluded that that trainings are organized in heifer international project in order to help employees develop their managerial skills, the methods of trainings used in heifer in heifer international project are induction, while demonstrations, coaching and vestibule. The trainings organized in heifer international project have helped employees to achieve their expectations because through trainings the company considers and values employees, employees are more committed when trained. The researcher recommended that other projects in Rwanda and beyond should always organize trainings for their employees because they also benefit from development of managerial skills for example through improved employee returns and that employees of projects should always endeavor to be committed and pay back to the project through improved performance.